

MOTION BY CHAIR HILDA L. SOLIS

October 25, 2016

### **National Disability Employment Awareness Month**

In recognition of October as National Disability Employment Awareness Month (NDEAM), it is an opportune time to reflect on the important role disability plays in workforce diversity. NDEAM provides an opportunity to celebrate the contributions of workers with disabilities and educates about the value of a diverse workforce inclusive of their skills and talents.

Since the passage of the Americans with Disabilities Act in 1990, we have raised awareness of the challenges that individuals with disabilities encounter in seeking and obtaining employment. Nationally, the employment rate for Americans with disabilities is less than one-third of those without a disability, and the unemployment rate is more than two times as high for individuals with disabilities. To break down these obstacles, we need to look at best practice hiring initiatives from around the country to recruit and retain individuals with disabilities in our workforce.

As the largest employer in Southern California with a workforce of over 100,000 individuals, there is no better place to examine how we can increase the number of individuals with disabilities to become a part of the County workforce and become a model for the rest of the country.

### MOTION

RIDLEY-THOMAS \_\_\_\_\_

KUEHL \_\_\_\_\_

KNABE \_\_\_\_\_

ANTONOVICH \_\_\_\_\_

SOLIS \_\_\_\_\_

**I, THEREFORE MOVE** that the Board of Supervisors:

Direct the County's Departments of Human Resources and Community and Senior Services to review best practices for disability hiring initiatives, design model recruitment and hiring strategies to increase the numbers of individuals with disabilities employed in the County's workforce, further develop the framework for the Bridges Program, and provide a report back to the Board within 60 days.

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HLS:jyp